

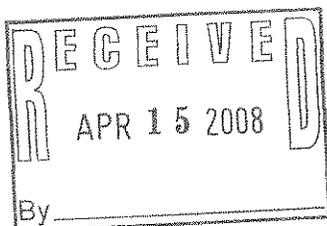
# Alpine County System Improvement Plan

For the period 1/2008 – 1/2010

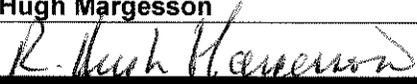
**Children's Protective Services**  
Health and Human Services Agency  
Alpine County

**Juvenile Probation**  
Probation  
Alpine County

Submitted: February 29, 2008



## California's Child and Family Services Review System Improvement Plan

<b>County:</b>	<b>Alpine</b>
<b>Responsible County Child Welfare Agency:</b>	Alpine County Health and Human Services Department
<b>Period of Plan:</b>	<b>January 8, 2008 – January 8, 2010</b>
<b>Period of Outcomes Data:</b>	<b>Quarter ending March 31, 2007</b>
<b>Date Submitted:</b>	<b>February 29, 2008</b>
<b>County Contact Person for County System Improvement Plan</b>	
<b>Name:</b>	Hugh Margesson
<b>Title:</b>	Director
<b>Address:</b>	75 A Diamond Valley Road, Markleeville, CA 96120
<b>Phone/Email</b>	(530) 694-2235
<b>Submitted by each agency for the children under its care</b>	
<b>Submitted by:</b>	<b>County Child Welfare Agency Director (Lead Agency)</b>
<b>Name:</b>	<b>Hugh Margesson</b>
<b>Signature:</b>	
<b>Submitted by:</b>	<b>County Chief Probation Officer</b>
<b>Name:</b>	<b>Doug Rublaitus</b>
<b>Signature:</b>	

## **System Improvement Plan Narrative**

### **I. Local Planning Bodies**

Being a county small in population, the stakeholders in the child welfare system are frequently involved on the same commissions and planning groups working to improve human services for Alpine County's citizens. The County's Self Assessment was attended by key members of the community which included: parents, grandparents, foster parents, Washoe Tribal representatives, Health and Human Services, Probation, Child Abuse Prevention Council, in-home visitor programs, law enforcement, Judge, Health Services, Behavioral Health Services, two Board of Supervisors, local Education Agency, local Child Care Planning and Development Council, Alta California Regional Center Nurse, Woman's Center advocates, other community leadership, and the regional training academy.

The on-going membership of the County Family Support/Child Abuse Prevention Council includes participation from the above public service agencies as well as community representatives. Membership of the on-going Council was present at the Self-Assessment and System Improvement Plan meetings.

Probation was involved throughout the process. Probation and Child Protection Services works closely together to best serve the children and youth of Alpine County.

These same groups are available to support the implementation of the System Improvement Plan.

### **II. Findings that Support Qualitative Change**

Currently the County is meeting all Federal and State standards for child welfare outcomes. The County recognizes that their efforts to increase preventative services during recent years and create a community network where children and families are supported before there becomes a maltreatment or negative behavior issue has supported these excellent outcomes. In addition there is recognition by the County that half the population of Alpine County's children are Native American living on tribal land. There is a commitment to continue to build strong, collaborative relationships between the Native and non-native communities in Alpine County so that all families, children and youth are supported.

### **III. Attach the Summary Assessment of the County Self-Assessment Report**

#### **Summary Assessment**

#### **Discussion of System Strengths and Areas Needing Improvements**

Alpine County Health and Human Services Agency and Juvenile Probation have experienced, dedicated staff that are committed to building and supporting the capacity

of Alpine County's children and families by creating community networks that practice strengths-based family centered involvement across all County communities.

The County currently performs above all of the Federal and State Standard in all Child Welfare outcomes.

Through the Self-Assessment the County has identified the following three outcome areas to continue to develop, in addition to including the Systemic Factor: Quality Assurance System, in the upcoming System Improvement Plan.

**1. Outcome Indicator S1, recurrence of maltreatment within 12 months.** This is a measure that covers the further development of preventative services and the County will continue to work to improve in this area.

**2. Process composite indicators C1, C2, C3 and C4: family reunification and re-entry into foster care.** These measures affect the long-term capacity building of families so that family reunification is achieved and families develop the skills and abilities to parent their children and keep them safe long-term. The county continues to want to strengthen services in this area for any families that are in need of family reunification services. It will therefore be a focus of the upcoming System Improvement Plan.

**3. Outcome Indicator 8A, Children Transitioning to Self-Sufficient Adulthood.** This outcome focuses on developing and having independent living skills available for youth in the community that supports healthy and successful transitions to adulthood. The County wishes to continue to increase services to all county children in this area. This will be a focus for the System Improvement Plan.

**4. Overall Systemic Factor: Quality Assurance System.** There is a desire by the County to create written policies and procedures in order to facilitate clear understanding of current County child welfare practices and to support on-going analysis and evaluation of the child welfare service delivery system. This systemic factor is outlined in the upcoming System Improvement Plan.

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**Component: Safety**

<b>Safety Outcome S1.1: No Recurrence of Maltreatment</b>			
<b>County's Current Performance:</b> For the current period April 1, 2006 to March 31, 2007 (the available data from UCB used for the Self-Assessment process, which allows for 12 month follow-up) 100% of children did not experience recurrence of maltreatment within the following 6 month period. This is not a change from the baseline period where there were no referrals that met the criteria so therefore, there was not recurrence of maltreatment.			
<b>Improvement Goal:</b> During the next review period, maintain and increase the amount of preventative community and interagency support to Alpine County's children and families so that risk factors of child abuse and neglect are recognized early and families are offered effective services that build family capacity and maltreatment does not occur and recur.			
<b>Strategy 1. 1</b> Continue to build collaborative relationships with the Native community and support the strengthening of Tribal Social Services' capacity to provide strengths-based, supportive services to native children and families.		<b>Strategy Rationale<sup>1</sup></b> Half of the child population of Alpine County is Native American living on tribal land. These families are served by Washoe Tribal Social Services. In building better collaboration between the Native and Non-native communities in Alpine County children will be supported by a network of community relationships and services that connect the entire community and support the prevention of maltreatment and recurrence of maltreatment.	
<b>No Recurrence of Maltreatment Milestone</b>	<b>1.1.1</b> Develop and implement "meet and greets" and open house community meetings for the Native and Non-native community members of Alpine County.	<b>Timeframe</b>	<b>Assigned to</b>
	<b>1.1.2.</b> Initiate a "needs assessment" survey with the Native community to assess for community forum interest topics, education and community needs for children and families.	October 2007 – October 2008  October 2007 – October 2008	Health and Human Services Director Child Abuse Prevention Council Tribal Liaisons  Child Abuse Prevention Council Tribal Liaisons

<sup>1</sup> Describe how the strategies will build on progress and improve this outcome or systemic factor

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	<p><b>1.1.3.</b> Continue to offer cultural understanding trainings for the community.</p>	<p>October 2007 – December 2008</p>	<p>Child Abuse Prevention Council Tribal Liaisons</p>
	<p><b>1.1.4</b> Continue to explore the feasibility of offering a social services position to the Native Community based on the Hung-a-lei-ti tribal land.</p>	<p>January 2008 – January 2009</p>	<p>Health and Human Services Director Tribal Liaisons</p>
	<p><b>1.1.5.</b> Continue to build relationships between the Tribal Chairman and the Alpine County non-native community. Continue to assist, to the extent possible, the building of strengths based, family capacity building social services for the Alpine County Hung-a-lei-ti Native American Community.</p>	<p>January 2008 – January 2009</p>	<p>Health and Human Services Director Tribal Community Chair Person</p>
	<p><b>1.1.6.</b> Offer training to the Native and Non-native community on gang violence and involvement and its meaning in the Native community.  Continue to offer, if possible, parent education in the following areas: parental alcohol use and the effects on families; Fetal Alcohol Syndrome; and parenting special needs children.</p>	<p>January 2008 and on-going</p>	<p>Child Abuse Prevention Council Chief Probation Officer Tribal Liaisons</p>
<p><b>Strategy 1. 2</b> Evaluate current prevention services for their alignment with evidenced based child welfare practices. Develop and implement strategies for strengthening, evaluating and providing on-going feedback process for current prevention services.</p>	<p><b>Strategy Rationale</b> By evaluating current programs for evidenced base practices and evaluating current use of resources to understand how limited dollars are working to provide effective services to the community, the County will be able to leverage their resource dollars in the most effective way to ensure high quality outcomes for Alpine County's children and families that continue to prevent the maltreatment and recurrence of maltreatment to Alpine County's children.</p>		

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<p align="center"><b>No Recurrence of Maltreatment Milestone</b></p>	<p>1.2.1. Evaluate current prevention services in relationship to evidenced based child welfare practices.</p>	<p><b>Timeframe</b></p>	<p>January 2008 – January 2009</p>	<p><b>Assigned to</b></p>	<p>Child Abuse Prevention Council</p>
	<p>1.2.2. Develop evaluation and feedback tools for the County's community service providers.</p>	<p><b>Timeframe</b></p>	<p>October 2007 – October 2008</p>		<p>Child Abuse Prevention Council</p>
	<p>1.2.3 Explore the feasibility of integrating the County's two home visiting programs.</p>	<p><b>Timeframe</b></p>	<p>January 2008 – June 2008</p>		<p>Health and Human Services Director Child Abuse Prevention Council</p>
	<p>1.2.4 Explore the feasibility of offering increased services to single fathers. If feasible, conduct a needs assessment of services that would be useful to single fathers to assist with developing a plan to increase services.</p>	<p><b>Timeframe</b></p>	<p>January 2008 – January 2009</p>	<p><b>Assigned to</b></p>	<p>Health &amp; Human Services Director Chief Probation Officer Child Abuse Prevention Council</p>
	<p>1.2.5 Increase parenting skills training, workshops, in-home education and support groups and networking for all parents in the community, including foster, relative and Non Relative Extended Family Members (NREFM) in the community.</p>	<p><b>Timeframe</b></p>	<p>October 2007 – October 2008</p>	<p><b>Assigned to</b></p>	<p>Health and Human Services Director Child Abuse Prevention Council</p>
	<p>1.2.6 Continue to offer high quality Mandated Reporter Training to the community.</p>	<p><b>Timeframe</b></p>	<p>October 2007 – October 2008</p>	<p><b>Assigned to</b></p>	<p>Health and Human Services Director Child Abuse Prevention Council</p>
<p><b>Strategy 1. 3</b> Improve preventative services for transitioning youth so that they are supported in learning independent living skills and have opportunities to engage in positive activities (including employment training) that will support successful independence to adulthood.</p>			<p align="center"><b>Strategy Rationale</b> By supporting all Alpine County youth by offering independent living skills training and on the job skill training, youth will be less likely to engage in negative activities and will gain the skills necessary to support them in transitioning to sustainable, healthy adulthood where they can become productive members of the community.</p>		

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		<p align="center"><b>No Recurrence of Maltreatment Milestone</b></p>		<p align="center"><b>Timeframe</b></p>	<p>1.3.1. Explore the feasibility of rebuilding the Friday Night Live Program and Peer Mentoring Program.</p>	<p align="center"><b>Assigned to</b></p>	<p>Health and Human Services Director          Chief Probation Officer          Child Protective Services Social Worker          Child Abuse Prevention Council</p>
		<p>1.3.2. Collaborate with the Washoe Tribe to assist with providing youth services to all Alpine County Youth.</p>	<p align="center"><b>Timeframe</b></p>	<p>January 2008 – January 2009</p>	<p align="center"><b>Assigned to</b></p>	<p>Health and Human Services Director          Chief Probation Officer          Child Abuse Prevention Council</p>	
		<p>1.3.3. Explore the feasibility of creating a job training skills program for the County's youth, perhaps by partnering with near-by counties. Explore ways to create youth internships with local businesses particularly after school, on the weekends and during the summer.</p>	<p align="center"><b>Timeframe</b></p>	<p>January 2008 – January 2009</p>	<p align="center"><b>Assigned to</b></p>	<p>Health and Human Services Director          Chief Probation Officer          Child Protective Services Social Worker</p>	
<p><b>Discuss changes in identified systemic factors needed to further support the improvement goals.</b>          Alpine County needs to continue to receive OCAP funding and increased OCAP funding if possible.</p>							
<p><b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b>          Train staff and community partners in engagement and teaming strategies on any new procedures developed to provide families with collaborative services.</p>							
<p><b>Identify roles of the other partners in achieving the improvement goals.</b>          Due to the small size of the County most community service and Agency personnel play many roles in the delivery of high quality services to the County's children and families. It will be important to be able to effectively engage the local Hung-a-lei-ti tribal members as well as the Tribal Council of the Washoe Tribe.</p>							
<p><b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b>          Guidance and funding from the State on how to secure a social work position to be stationed on the Hung-a-lei-ti tribal land.</p>							

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Component: Permanency

<p><b>Outcome: C1.1, C1.2, C1.3, C1.4</b>  <b>Family Reunification and Reentry Following Reunification</b>  <b>Improvement Goal 1.0</b>                  Maintain compliance at the National Standard or above on all composite components throughout the next review period. Currently the County has no children in out of home care and no families receiving family reunification services.</p>			
<p><b>Strategy 1. 1</b>                  Develop tools for families to use that will assist them with successfully navigating the family reunification process.</p>		<p><b>Strategy Rationale<sup>2</sup></b>                  Providing education and tools to families that received child welfare services supports them in their ability to navigate the child welfare system and in making long-lasting positive behavior change that promotes lasting successful family reunification where re-entry into foster care does not occur.</p>	
<p><b>Family Reunification Milestone</b></p>	<p><b>1.1.1</b> Explore how other Counties have developed parenting handbooks for navigating the child welfare system. Develop a handbook for Alpine County for parents for navigating the child welfare system.</p>	<p><b>Timeframe</b></p>	<p><b>Assigned to</b></p>
	<p><b>1.1.2</b> Assist the County with providing an informative training on the Alpine County Juvenile Court system to the Native and Non-native members of the community.</p>	<p>January 2008 – January 2009</p>	<p>Child Protective Services Social Worker</p>
	<p><b>1.1.3</b> Explore ways to provide on-going parenting education and support for relative caregivers. This might include expanding services with Choices For Children, conducting a survey of the current needs of relative caregivers, developing an on-going</p>	<p>January 2008 – January 2009</p>	<p>Health and Human Services Director                  Child Protection Services Social Worker (County and Tribal)</p>
		<p>October 2007 – December 2008</p>	<p>Judge (County and Tribal)                  Health and Human Services Director                  Child Abuse Prevention Council</p>

<sup>2</sup> Describe how the strategies will build on progress and improve this outcome or systemic factor

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	support/education group for relative and NREFM caregivers and creating a formal system for providing respite to relative caregivers.			
<b>Discuss changes in identified systemic factors needed to further support the improvement goals.</b> None Needed				
<b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b> None Needed				
<b>Identify roles of the other partners in achieving the improvement goals.</b> May require working with Choices for Children				
<b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b>  None Needed				

**Component: Youth Emancipating from Foster Care Are Prepared to Transition to Adulthood**

<b>Outcome 8A:</b> <b>Children Transitioning to Self-Sufficient Adulthood</b>	
<b>County's Current Performance:</b> For the current reporting period; October 1, 2005 through September 30, 2006 no youth were in out of home care and receiving Independent Living Program services and there were, therefore, no youth transitioning to out of home care. There are however, youth that are on informal probation and youth that are provided child welfare services to prevent out of home placement.	
<b>Improvement Goal 1.0</b> Continue to provide and build increased preventative independent living skills services for youth that maintains the current outcome of having no youth placed in out of home care. Continue to build independent living skills services for youth so should a youth have to be placed in out of home care there are effective transitioning to independence services and activities available to support success.	
<b>Strategy 1.1</b> Improve services for transitioning youth so that they are supported in learning independent living skills and have opportunities to engage in positive activities (including employment training) that will support successful independence into adulthood.	<b>Strategy Rationale</b> By supporting all Alpine County Youth in offering independent living skills training and on the job skill training, youth will be less likely to engage in negative activities in the community and will gain the skills necessary to support them in transitioning to sustainable, healthy adulthood where they can become productive members of the

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		community.		
<p><b>Youth Transitioning Milestone</b></p> <p><b>1.1.1.</b> Explore the feasibility of rebuilding the Friday Night Live Program and Peer Mentoring Program.</p>	<p><b>Timeframe</b></p> <p>January 2008 – January 2009</p>	<p><b>Assigned to</b></p> <p>Health and Human Services Director Chief Probation Officer Child Protective Services Social Worker Child Abuse Prevention Council</p>	<p>Health and Human Services Director Chief Probation Officer Child Protective Services Social Worker Child Abuse Prevention Council</p>	
<p><b>1.1.2.</b> Collaborate with the Washoe Tribe to assist with providing youth services to all Alpine County Youth.</p>	<p><b>Timeframe</b></p> <p>January 2008 – January 2009</p>	<p><b>Assigned to</b></p> <p>Health and Human Services Director Chief Probation Officer Child Abuse Prevention Council</p>	<p>Health and Human Services Director Chief Probation Officer Child Abuse Prevention Council</p>	
<p><b>1.1.3.</b> Explore the feasibility of creating a job training skills program for all County youth, perhaps by partnering with near-by counties. Explore ways to create youth internships with local businesses particularly after school, on the weekends and during the summer.</p>	<p><b>Timeframe</b></p> <p>January 2008 – January 2009</p>	<p><b>Assigned to</b></p> <p>Health and Human Services Director Chief Probation Officer Child Protective Services Social Worker</p>	<p>Health and Human Services Director Chief Probation Officer Child Protective Services Social Worker</p>	
<p><b>Discuss changes in identified systemic factors needed to further support the improvement goals.</b> Need interagency, community and other County collaboration.</p>				
<p><b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b> If new programs are implemented will need training for service providers, social worker, probation officer and the community.</p>				
<p><b>Identify roles of the other partners in achieving the improvement goals.</b> Partner with other counties job skills training programs Partner with Probation, Health and Human Services and other community service providers.</p>				
<p><b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> May need funding from grant and State agencies.</p>				

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<b>Systemic Factor:</b>			
<b>D. Quality Assurance System</b>			
County's Current Performance: Currently Alpine County has one social worker who knows all State and County Child Welfare Policies and Procedures but they are not written down.			
<b>Improvement Goal 1.0</b>			
Produce a written child welfare policy and procedure manual for Alpine County during the next review period.			
<b>Strategy 1.1</b> To the extent that is necessary for a very small county, develop written policies and procedures for all aspects of child welfare service delivery as a means for understanding, analyzing and evaluating the strengths and challenges of the service delivery system and social work practices.		<b>Strategy Rationale<sup>3</sup></b> It is necessary should current staff leave and/or staffing levels increase, to have written policies and procedures to support the on-going effective service delivery of child welfare in Alpine County. Having clearly written policies and procedures will allow the County to develop an effective quality assurance system to support the on-going improvement of child welfare services.	
<b>Staff Training Milestone</b>	1.1. Access consulting services if necessary to develop and complete a written policy and procedure manual for child welfare services.	January 2008 – June 2009	Assigned to Health & Human Services Director
	1.1.2 Explore on-going mechanisms for analyzing, and evaluating (including feedback avenues) the County's child welfare service delivery system.	January 2009 – on-going	Health & Human Services Director
<b>Discuss changes in identified systemic factors needed to further support the improvement goals.</b>			
None Needed			
<b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b>			
None Needed			
<b>Identify roles of the other partners in achieving the improvement goals.</b> May need to access consultants to complete the project			
<b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> May need State funding to complete project			

<sup>3</sup> Describe how the strategies will build on progress and improve this outcome or systemic factor